

Stephanie J. Tepper  
stephanie.tepper@cornell.edu  
stephanie.tepper@gsa.gov  
[www.stephanietepper.com](http://www.stephanietepper.com)

## EDUCATION

---

- 2023      **Ph.D. in Social Psychology**  
Cornell University, Ithaca, NY
- 2021      **M.A. in Social Psychology**  
Cornell University, Ithaca, NY
- 2016      **B.A. in Psychology and Neuroscience, Highest Honors**  
University of North Carolina at Chapel Hill, Chapel Hill, NC  
Minors in French and Sexuality Studies

## EMPLOYMENT

---

- 2023 –      *Associate Fellow*  
Office of Evaluation Sciences, General Services Administration, Washington, D.C.
- 2023 –      *Postdoctoral Associate*  
Cornell University Brooks School of Public Policy, Ithaca, NY
- 2018 – 2023      *Graduate Researcher*  
Cornell University Department of Psychology, Ithaca, NY
- 2020 – 2022      *Consulting Researcher*  
Opportunity@Work, Washington, D.C.
- 2016 – 2018      *Research Associate*  
Common Cents Lab, Center for Advanced Hindsight, Duke University
- 2017 – 2018      *Co-founder and Researcher*  
CitizenBe, Inc., Durham, NC

## PUBLICATIONS

---

# indicates equal authorship

#Davidai, S. & #Tepper, S. J. (2023). The psychology of zero-sum beliefs. *Nature Reviews Psychology*, 2, 472-482.

Tepper, S. J., Spruill, M. K., Premachandra, B., & Lewis, N. A., Jr. (2022). Surveys as conversations between makers and takers: A conversational framework for assessing and responding to community needs. *Analyses of Social Issues and Public Policy*.

Jachimowicz, J. M., Davidai, S., Goya-Tocchetto, D., Szaszi, B., Day, M. V., Tepper, S. J., Phillips, L. T., Mirza, M. U., Ordabayeva, N., & Hauser, O. P. (2022). Inequality in researchers' minds: Four guiding questions for studying subjective perceptions of economic inequality. *Journal of Economic Surveys*.

Walker, J., **Tepper, S. J.**, & Gilovich, T. (2021). People are more tolerant of inequality when it is expressed in terms of individuals rather than groups at the top. *Proceedings of the National Academy of Sciences*, *118*(43), e2100430118.

**Tepper, S. J.** & Lewis, N. A., Jr. (2021). When the going gets tough, how do we perceive the future? *Social Cognition*, *39*(4), 526–541.

Rice, E. L., Adair, K. C., **Tepper, S. J.**, & Fredrickson, B. L. (2020). Perceived social integration predicts future physical activity through positive affect and spontaneous thoughts. *Emotion*, *20*(6), 1074–1083.

## **MANUSCRIPTS IN PROGRESS**

---

# indicates equal authorship

**Tepper, S. J.** & Lewis, N. A., Jr. (in press). Realizing the promise of diverse and interdisciplinary team science. In H. T. Reis, T. West, & C. M. Judd (Eds.), *Handbook of research methods in social and personality psychology (3rd edition)*. Cambridge University Press.

Phillips, L. T., #**Tepper, S. J.**, #Goya-Tocchetto, D., Davidai, S., Ordabayeva, N., Mirza, M. U., Szaszi, B., Day, M. V., Hauser, O. P., & Jachimowicz, J. M. (revise and resubmit). Inequality in people's minds: An integrative psychological framework of perceptions of economic inequality.

**Tepper, S. J.** & Gilovich, T. (revise and resubmit). The minority-groups homogeneity effect: Seeing members of distinct minority groups as more similar than members of the majority.

**Tepper, S. J.** & Lewis, N. A., Jr. (in preparation). Time for a (job) change: Time scarcity is associated with lower job satisfaction and well-being.

## **FELLOWSHIPS, HONORS, AND AWARDS**

---

2018 – 2023	NSF Graduate Research Fellowship
2023	Cornell Graduate School Conference Travel Award
2022	Cornell Graduate School Provost Diversity Fellowship
2022	Cornell Graduate School Dean's Scholar
2021	Cornell Office of Inclusion and Student Engagement Exemplary Service Award
2021	Cornell University Gitner '66 and Family Annual Prize for Teaching Assistants
2021	Cornell Psychology Outstanding Leader in Diversity, Inclusion, & Advocacy Award
2019	Cornell Psychology Department Travel Award
2019	Cornell Graduate School Conference Travel Award
2017	SPSP Diversity Undergraduate Registration Award
2012 – 2016	Dean's List, University of North Carolina at Chapel Hill
2015	Phi Beta Kappa Honor Society
2014	Psi Chi Honor Society

## **GRANTS AWARDED**

---

2021	Society for Personality and Social Psychology Community Catalyst Grant <i>Here and Queer: SPSP Social for LGBTQ+ Students and Early-Career Researchers</i> (\$2,000; Role: Co-PI)
2019	Cornell University Center for the Study of Inequality Graduate Student Seed Grant

*Increasing Support for Reparations: The Role of Framing, Stereotype Endorsement, and Structural Beliefs about Inequality* (\$1,500; Role: Co-PI)

## CONFERENCE PRESENTATIONS

---

\* indicates presenter

- \***Tepper, S. J.** & Lewis, N. A., Jr. (2023, February). *Time for a (job) change: Time scarcity is associated with lower job satisfaction and well-being*. Paper to be presented at the Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- Walker, J., \***Tepper, S. J.**, & Gilovich, T. (2022, July). *People are more tolerant of inequality when it is expressed in terms of individuals rather than groups at the top*. Paper presented at the International Society of Political Psychology Annual Meeting, Athens, Greece (presented virtually).
- Tepper, S. J.**, \*Lewis, N. A., Jr. (2022, February). *When the going gets tough, how do we perceive the future?* Paper presented at the Society for Personality and Social Psychology Annual Convention, San Francisco, CA.
- Walker, J., \***Tepper, S. J.**, & Gilovich, T. (2021, October). *People are more tolerant of inequality when it is expressed in terms of individuals rather than groups at the top*. Paper presented at the Association for Consumer Research Conference, Seattle, WA (held virtually).
- Walker, J., \***Tepper, S. J.**, & Gilovich, T. (2021, February). *Tolerance for inequality depends on who is at the "top."* Data blitz presented at the Society for Personality and Social Psychology Annual Convention's Judgment and Decision Making Preconference (held virtually).
- \***Tepper, S. J.**, King, R. A., & Krosch, A. R. (2020, February). *Acknowledging privilege undermines merit*. Poster presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.\*
- \*Krosch, A. R., Spruill, M., & **Tepper, S. J.** (2020, February). *Barriers to reparations: How framing, stereotype endorsement, and beliefs about inequality undermine support for restorative justice*. Talk presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.
- \*King, R. A., **Tepper, S. J.**, & Krosch, A. R. (2020, February). *Acknowledging ability-based privilege eases subsequent acknowledgment of race-based privilege*. Poster presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.
- \***Tepper, S. J.** (2019, November). *Zero-sum beliefs and responses to racial economic inequality*. Flash talk (preconference) and poster presented at the Society for Judgment and Decision-Making Annual Meeting, Montreal, QC.
- \*Hauser, D., \*Condon, D., \***Tepper, S. J.**, & \*Choi, D. (2019, February). *Post-bac career exploration in social/personality psychology*. Professional development panel presented at the Society for Personality and Social Psychology Annual Convention, Portland, OR.
- \***Tepper, S. J.** (2018, November). *Invoking busyness to nudge tax preparation choices*. Poster presented at the Society for Judgment and Decision-Making Annual Meeting, New Orleans, LA.

- \***Tepper, S. J.** (2018, March). *The effects of progress-monitoring on goal attainment under scarcity*. Talk presented in a single-paper session at the Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- \***Tepper, S. J.**, Chan, P., Garcia, V., & Young, J. (2017, September). *Applying behavioral interventions to structural challenges*. Panel presented at the annual Opportunity Finance Network Conference, Washington, D.C.
- \***Tepper, S. J.** & Kagan, A. (2017, September). *From debt to savings: Using the framework of loan payments to help low-income people build assets*. Talk presented at the annual Behavioral Science and Policy Association Conference, New York, NY.
- \*Vagell, R., Vagell, V., **Tepper, S. J.**, Avery, I. M., Jacobs, R. L., Gordon, J., & Baden, A. L. (2016, August). *Novel skill acquisition in ruffed lemurs (Varecia spp.): Preliminary data from SMARTA color vision study at Duke Lemur Center*. Poster presented at the joint conference of the International Primatological Society and the American Society of Primatologists, Chicago, IL.
- \***Tepper, S. J.** (2016, April). *The effects of flow on social orientation within and beyond group boundaries*. Poster presented at the annual University of North Carolina at Chapel Hill Celebration of Undergraduate Research, Chapel Hill, NC.
- \***Tepper, S. J.**, Rice, E. L., Adair, K. C., & Fredrickson, B. L. (2015, June). *Friends with (health) benefits? The effect of sociality on engagement in health behaviors*. Poster presented at the International Positive Psychology Association's Fourth World Congress on Positive Psychology, Lake Buena Vista, FL.
- Adair, K. C., Barczak, N., \***Tepper, S. J.** & Fredrickson, B. L. (2015, March). *Present with you: The effects of mindfulness training on interpersonal attention and insight during a behavioral lab task*. Poster presented at the annual University of North Carolina at Chapel Hill Academic Research Conference, Chapel Hill, NC.

## **TEACHING EXPERIENCE**

---

### *Lead Instructor*

2022                    PSYCH 101, *Cayuga Correctional Facility (Cornell Prison Education Program; Course listed by Cayuga Community College)*

### *Teaching Assistant*

2022                    Tutorial TA, *Cayuga Correctional Facility (Cornell Prison Education Program)*  
 2020                    PSYCH 4750: Quantitative Methods I (Graduate-level Statistics), *Cornell University*  
 2020                    PSYCH 1101: Introduction to Psychology, *Cornell University*  
 2020                    PSYCH 3800: Social Cognition, *Cornell University*  
 2020                    PSYCH 3820: Prejudice and Stereotyping, *Cornell University*  
 2019                    PSYCH 2500: Statistics and Research Design, *Cornell University*

## **POPULAR PRESS ARTICLES**

---

“We have a rare opportunity to create a stronger, more equitable society.” Shai Davidai, Martin Day, ... & Stephanie Tepper, *Behavioral Scientist*. June 1, 2020. [\[Link\]](#)

- “Moving on up: How behavioral science could boost upward mobility in housing voucher programs.” Stephanie Tepper, Andrea Dinneen, Janie Oliphant, & Robert Batts, *Scientific American Observations*. July 20, 2018. [\[Link\]](#)
- “Rethinking America’s college savings programs.” Stephanie Tepper & Mariel Beasley, *Stanford Social Innovation Review*. July 10, 2018. [\[Link\]](#)
- “Using behavioral science to promote gender diversity in organizations.” Stephanie Tepper & Ingrid Paulin, *Center for Advanced Hindsight Blog*. March 8, 2018. [\[Link\]](#)
- “College rankings hinder economic equality.” Stephanie Tepper, *Behavioral Scientist*. November 27, 2017. [\[Link\]](#)
- “Give ‘em the slip: Using friction for savings.” Maura Farver, Stephanie Tepper, & Matt Trower, *Center for Advanced Hindsight Blog*. October 18, 2017. [\[Link\]](#)
- “Helping families save for college.” Stephanie Tepper & Joseph Sherlock, *Center for Advanced Hindsight Blog*. September 25, 2017. [\[Link\]](#)

## SERVICE

---

### *Departmental Service*

- 2021 – 2023      *Committee Member*, Psychology Graduate Student Committee
- 2019 – 2022      *Committee Member (2019-2021), Mentor (2019-Present)*, Psychology Diversity Undergraduate Mentorship Program
- 2022              *Organizing Committee Member*, Six College Conference
- 2018 – 2021      *Chair (2020-2021), Committee Member (2018-2020)*, Psychology Graduate Student Diversity Committee
- 2019              *Organizing Committee Member*, Cornell Undergraduate Psychology Conference

### *University Service*

- 2019 – 2023      *Co-President (2019-2022), Board Member (2022-2023)*, QGrads (Cornell’s LGBTQ+ Graduate Student Association)
- 2019 – 2021      *Representative*, Graduate and Professional Student Diversity Council

### *Reviewing*

Ad hoc reviewer: *Journal of Experimental Social Psychology, Social Psychological and Personality Science, Personality and Social Psychology Bulletin, Journal of Economic Psychology, Journal of Personality*